

**INDEPENDENT SCHOOL DISTRICT OF WEST BURLINGTON  
607 RAMSEY  
WEST BURLINGTON, IOWA 52655**

The Board of Directors of the Independent School District of West Burlington will meet at 6:00 PM, Monday, February 4, 2019, in the Board Room located at 607 Ramsey St., West Burlington, IA for a work session.

**WORK SESSION**

1. Call to Order by President of Board
2. TLC Program
3. Adjournment

The work session starts at 6:00 p.m. on February 4<sup>th</sup> in the West Burlington Board Room. The topic is teacher leadership - TLC.

Mrs. Sherwood and Mrs. Watkins will be the lead presenters with assistance from the principals. Topics covered may include duties and responsibilities of each prescribed TLC position; including the Instructional Coach position, West Burlington's PD program (Professional Development), Instructional Leadership, and How Collaboration Improves Student Learning.

Some TLC information;

#### Selection of Leaders

- Any teacher with three years of teaching experience and one year in the district can apply for a TLC position.
- Positions are interviewed and chosen by a committee of teachers and administration.
- Teacher Leadership positions are for one year, but may be renewed by a streamlined application or renewal process.
- TLC leaders fall within the standard teacher contract but will have an amended clause for stipend, contract days, and duties.
- Teacher Leaders will be evaluated each year by administration and peer feedback.

#### Funding

- The TLC is completely funded by a state grant for the first three years. After the initial implementation year, TLC becomes part of a district's "categorical funding stream" included on the aid and levy worksheet.
- No money from general funds is used for leadership positions or any costs associated with the TLC program.

#### Evaluation

- The TLC makes no changes to the teacher evaluation process.
- The Instructional Coach, PLC Leaders, Model Teachers and Mentor Teachers will not be performing any formal evaluations of teachers, but will participate in informal peer observations as required by Iowa Code.
- Observations, discussion and any interactions between teacher leaders and teachers will be kept confidential and are not subject to use for evaluation purposes.
- The goal is to support, collaborate and grow together; not to rank and judge.